

20 Sava Re review of operations

20.1 Sava Re review of operations

20.1.1 Net premiums earned

Gross premiums written by geographical area

(EUR)	2018	2017	Index
Slovenia	58,213,627	52,943,926	110.0
International	93,422,589	100,275,826	93.2
Total	151,636,216	153,219,752	99.0

↑ 5.6% p.p.

Net combined ratio improved

up 27%

Net profit

Net premiums earned

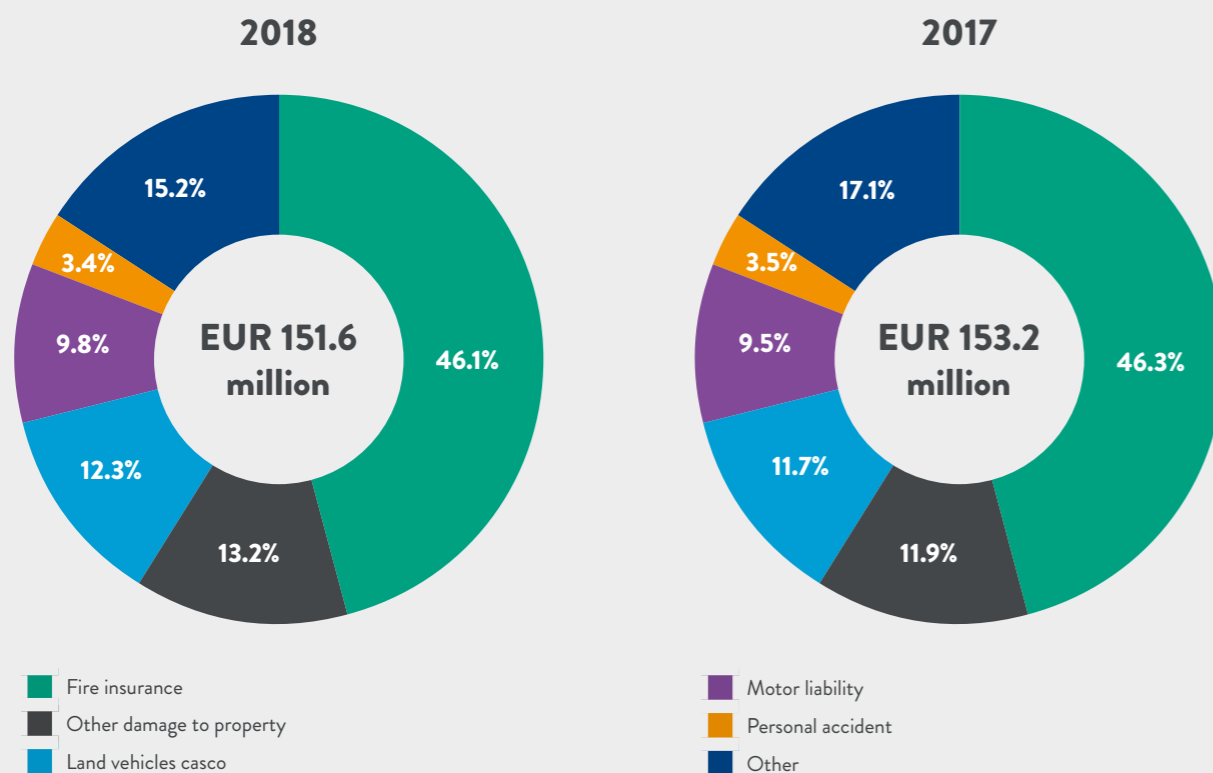
(EUR)	2018	2017	Index
Gross premiums written	151,636,216	153,219,752	99.0
Net premiums written	133,228,423	134,312,438	99.2
Change in net unearned premiums	511,755	-3,447,819	-14.8
Net premiums earned	133,740,178	130,864,620	102.2

In 2018 gross premiums written in Slovenia rose by 10.0%, or EUR 5.3 million, (increase in premiums written by Zavarovalnica Sava). This favourable premium growth is a result of growth in motor business (increase both in average premium and number of policies written), attraction of some new customers and growth in the portfolio of direct international business based on the freedom of services principle. Gross premiums written from abroad dropped by 6.8% or EUR 6.8 million. This was due to strict underwriting discipline during the soft market phase of the underwriting cycle and the related selective underwriting.

Despite the drop in gross premiums written, net premiums earned for the period were higher than in 2017. Net unearned premiums were lower than at year-end 2017, while the figure for last year was an increase from end of 2016. This trend is the result of a fall in gross premiums written abroad in 2018 and their growth in 2017.

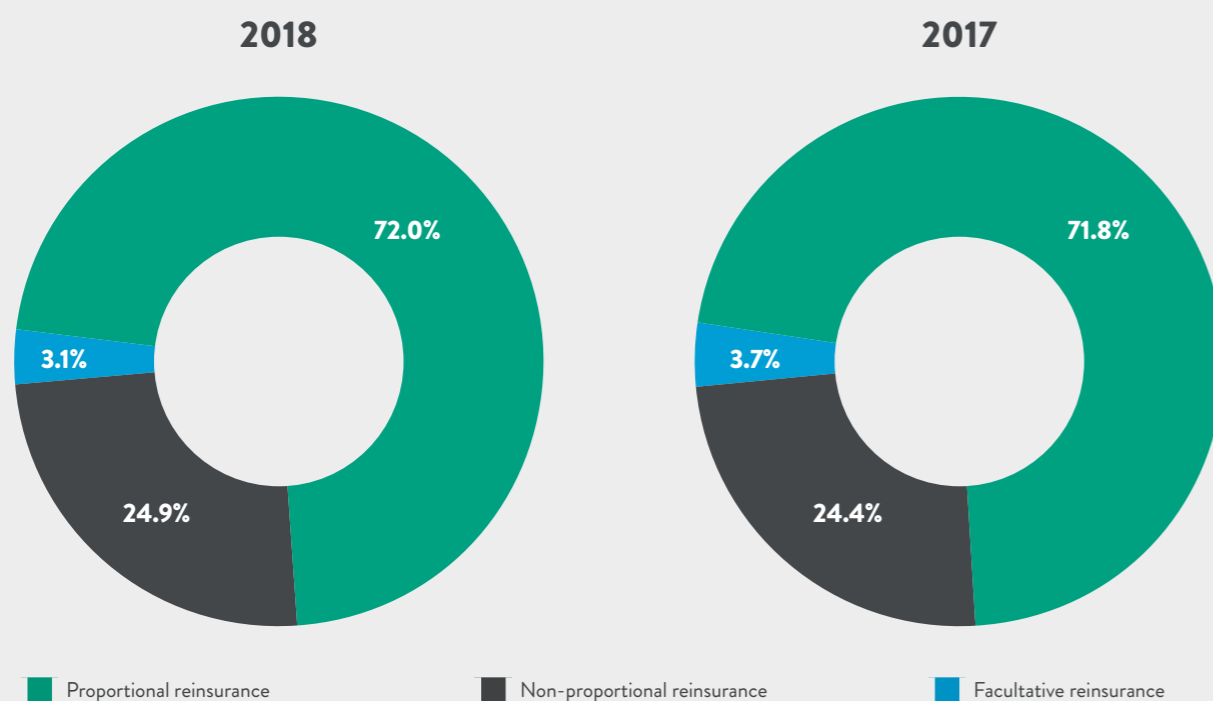
Fire business still accounted for the largest share of premiums in 2018, although its proportion shrank by 0.2 p.p. compared to 2017. Motor reinsurance business gained 0.9 p.p. in terms of gross premiums written.

Gross premiums written by class of business



The portfolio structure by form of reinsurance remained largely unchanged in 2018 compared to 2017.

Gross premiums written by form of reinsurance



Net earned premiums by class of business

(EUR)	2018	2017	Index
Personal accident	5,020,020	5,564,197	90.2
Health	145,556	3,262,263	4.5
Land vehicles casco	18,042,977	15,130,829	119.2
Railway rolling stock	133,430	191,209	69.8
Aircraft hull	717,912	120,235	597.1
Ships hull	5,048,640	4,772,144	105.8
Goods in transit	5,017,426	4,645,256	108.0
Fire and natural forces	59,438,026	59,298,562	100.2
Other damage to property	16,931,240	14,956,358	113.2
Motor liability	13,739,253	13,156,142	104.4
Aircraft liability	94,774	72,682	130.4
Liability for ships	716,639	694,773	103.1
General liability	6,982,392	6,574,571	106.2
Credit	936,293	793,486	118.0
Suretyship	8,990	262,793	3.4
Miscellaneous financial loss	413,946	925,433	44.7
Legal expenses	1,835	10,488	17.5
Assistance	17,888	19,339	92.5
Life	133,212	321,182	41.5
Unit-linked life	199,729	92,677	215.5
Total non-life	133,407,237	130,450,760	102.3
Total life	332,941	413,859	80.4
Total	133,740,178	130,864,620	102.2

Net claims incurred¹²³

Gross premiums written by geographical area

(EUR)	2018	2017	Index
Slovenia	28,899,976	28,634,946	100.9
International	53,787,702	54,890,503	98.0
Total	82,687,678	83,525,449	99.0

Net claims incurred

(EUR)	2018	2017	Index
Gross claims paid	82,687,678	83,525,449	99.0
Net claims paid	76,192,344	77,542,688	98.3
Change in the net provision for outstanding claims	412,289	1,041,278	39.6
Net claims incurred	76,604,633	78,583,967	97.5

Net claims incurred, excluding the effect of exchange differences

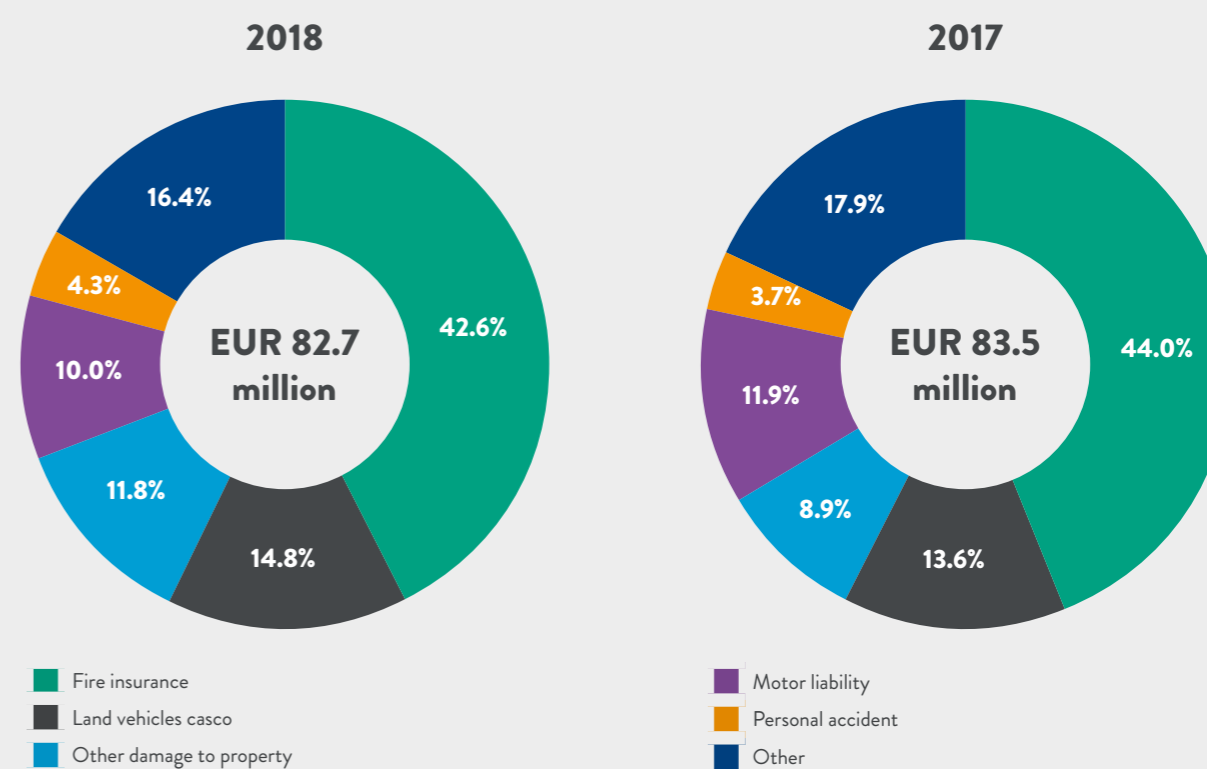
(EUR)	2018	2017	Index
Gross claims paid	82,687,678	83,525,449	99.0
Net claims paid	76,192,344	77,542,688	98.3
Change in the net provision for outstanding claims	710,859	7,250,466	9.8
Net claims incurred	76,903,203	84,793,155	90.7

Net claims incurred dropped by 2.5% compared to 2017. In 2017, foreign exchange differences had a positive impact on claims earned of EUR 6.2 million. Therefore, the change (increase) in the net provisions for outstanding claims, excluding the effect of exchange differences, was lower in 2018 compared to the previous year. In 2017 more additional provisions were set aside for new loss events of the year (US storms, large individual loss events in Russia) than in 2018 (typhoon in Japan, floods in India).

As a result, the net incurred loss ratio of Sava Re in 2018 was a 2.7 p.p. improvement over 2017 and stood at 57.5%. Excluding the effect of exchange differences, the ratio improved by only 7.3 p.p.

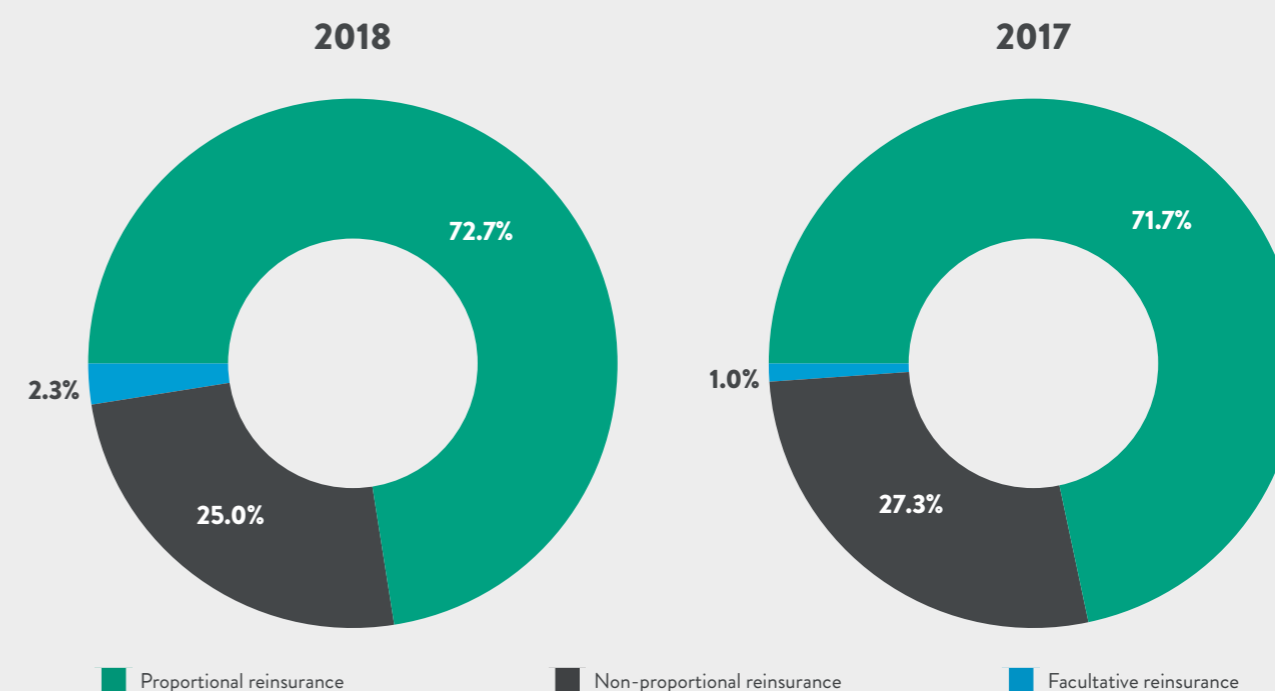
Property claims remained the largest class of claims in 2018, the proportion of which increased by 0.2 p.p. compared to 2017. Motor reinsurance business lost 0.7 p.p.

Gross claims paid by class of business



The composition of gross claims paid by form of reinsurance changed slightly. The share of proportional claims increased (EUR 0.2 million increase in gross claims paid), while the share of non-proportional claims declined (EUR 2.1 million drop in gross claims paid due to claims relating to hurricane Irma, which hit the Caribbean in September 2017).

Gross claims paid by form of reinsurance



¹²³ GRI 201-2

Net claims incurred by class of business

(EUR)	2018	2017	Index
Personal accident	2,011,630	2,394,364	84.0
Health	-107,564	2,520,748	-4.3
Land vehicles casco	12,242,884	10,624,022	115.2
Railway rolling stock	587,259	102,640	572.2
Aircraft hull	389,846	275,013	141.8
Ships hull	6,893,226	5,538,232	124.5
Goods in transit	5,032,859	2,846,093	176.8
Fire and natural forces	31,548,970	40,264,092	78.4
Other damage to property	8,819,464	5,698,517	154.8
Motor liability	5,994,892	5,343,270	112.2
Aircraft liability	-28,940	-18,992	47.6
Liability for ships	377,093	298,152	126.5
General liability	3,012,608	1,725,368	174.6
Credit	-73,069	-201,658	163.8
Suretyship	-88,016	276,275	-31.9
Miscellaneous financial loss	59,339	872,131	6.8
Legal expenses	-1,396	874	-159.7
Assistance	-131	9,225	-1.4
Life	-107,649	-21,342	-304.4
Unit-linked life	41,325	36,942	111.9
Total non-life	76,670,957	78,568,367	97.6
Total life	-66,324	15,600	-425.2
Total	76,604,633	78,583,967	97.5

Operating expenses

Operating expenses

(EUR)	2018	2017	Index
Acquisition costs	34,848,052	33,185,632	105.0
Change in deferred acquisition costs (+/-)	-43,433	-880,778	195.1
Other operating expenses	12,758,699	10,808,271	118.0
Operating expenses	47,563,317	43,113,125	110.3
Income from reinsurance commission	-2,530,359	-1,934,678	69.2
Net operating expenses	45,032,959	41,178,446	109.4

Acquisition costs (commissions) rose 5.0% in 2018 despite a 1.0% drop in gross premiums written. Commission expenses increased as a result of writing more profitable business with higher commission rates, especially during the soft market phase in the reinsurance markets.

The share of acquisition costs as a percentage of gross premiums written increased by 1.3 p.p. year on year to 23.0%. The change in deferred acquisition costs (increase) was lower in 2018 than in 2017 due to less premiums written, leading to a lower amount of unearned premiums.

Other operating expenses rose by 18.0% compared to 2017, primarily due to the rise in personnel costs and costs of intellectual and personal services. The latter were mostly incurred in the preparations to implement new international financial reporting standards and in new strategic acquisitions carried out in 2018. Amortisation costs also increased reflecting higher costs of software. Expenses by nature are shown in note 30 of the notes to the financial statements.

The higher reinsurance commission income is primarily the result of increased commission income generated by Sava Re's retrocession business relating to reinsurance programmes of the Slovenian cedants. This effect relates to higher commissions from excess of loss reinsurance treaties: because of a benign claims development in 2017, Sava Re collected more commissions from its retrocessionaires.

Net investment income

Net investment income relating to the investment portfolio of Sava Re totalled EUR 32.4 million in 2018 (2017: EUR 25.3 million), of which EUR 2.9 million related to financial investments, including investment property, and EUR 29.5 million to investments in subsidiaries.

The achieved net investment income also includes exchange gains relating to investments used by the Company for asset-liability matching in foreign currencies. However, the effect of exchange differences does not fully impact profit or loss since liabilities denominated in a foreign currency move in line with investments in that currency. For this reason, the net investment income and the investment return are also shown excluding foreign exchange differences. The total impact of exchange differences on the result is set out in the notes to the financial statements of the annual report, section 23.5.3.2.4 "Currency risk".

Net investment income of the Sava Re investment portfolio

(EUR)	2018	2017	Absolute change	Index
Income relating to financial investments, including investment property	11,645,908	9,978,778	1,667,130	116.7
Expenses relating to financial investments, including investment property*	8,751,939	10,065,523	-1,313,583	86.9
Net investment income relating to financial investments, including investment property	2,893,969	-86,744	2,980,713	-3,336.2
Net investment income of financial investments in subsidiaries and associates	29,537,916	26,136,830	3,401,086	113.0
Net investment income of the investment portfolio	32,431,885	26,050,086	6,381,799	124.5
Expenses relating to financial liabilities	0	718,338	-718,338	-
Net investment income relating to the investment portfolio, including finance expenses	32,431,885	25,331,748	7,100,137	128.0
Net investment income of the investment portfolio, excluding the effect of exchange differences	32,528,406	30,815,289	1,713,117	105.6

Figures for 2017 differ from those published in the 2017 annual report as the figures then published did not include investment property data relating to depreciation of equipment.

After eliminating exchange differences, which did not have a significant impact in 2018, the return on the investment portfolio totalled EUR 32.5 million, an increase of EUR 1.7 million over 2017. The return strengthened largely due to higher income relating to the investment portfolio. The Company recognised impairment losses of EUR 4.0 on its subsidiaries and EUR 1.9 million on its financial investments in 2018. The following table gives additional details by group of income and expenses.

Income, expenses and net investment income relating to the Sava Re investment portfolio

(EUR)	2018	2017	Absolute change
Income			
Interest income	3,589,693	3,895,944	-306,250
Change in fair value and gains on disposal of FVPL assets	91,554	77,774	13,779
Gains on disposal of other IFRS asset categories	477,596	1,227,175	-749,579
Income of subsidiary and associate companies	33,558,455	26,136,830	7,421,625
Income from dividends and shares – other investments	676,145	618,835	57,310
Exchange gains	6,112,531	3,822,729	2,289,802
Other income	698,390	336,322	362,068
Total income from the investment portfolio	45,204,363	36,115,608	9,088,755
Expenses			
Interest expenses	0	718,338	-718,338
Change in fair value and losses on disposal of FVPL assets	217,937	76,271	141,666
Losses on disposal of other IFRS asset categories	125,388	130,028	-4,641
Expenses of subsidiary and associate companies	4,020,539	0	4,020,539
Impairment losses on investments	1,943,974	320,000	1,623,974
Exchange losses	6,209,052	9,306,270	-3,097,218
Other	255,589	232,953	22,636
Total expenses for the investment portfolio	12,772,479	10,783,860	1,988,618
Net investment income of the investment portfolio	32,431,885	25,331,748	7,100,137
Net investment income of the investment portfolio, excluding the effect of exchange differences	32,528,406	30,815,287	1,713,119
Return on the investment portfolio	6.9%	5.6%	1.3%
Return on the investment portfolio, excluding the effect of exchange differences	6.9%	6.8%	0.1%

Income/expenses include income/expenses relating to investment property. These are shown in the income statement under other income/expenses. Figures for 2017 differ from those published in the 2017 annual report as the figures then published did not include investment property data relating to depreciation of equipment.

The largest contribution to total 2018 income related to dividends received from the subsidiaries, totalling EUR 33.6 million, up EUR 7.4 million year on year. Compared to 2017, there was a minor rise in dividend distributions from financial investments in 2018. Interest income and realised gains on disposal of investments were somewhat more modest. In 2018 exchange gains totalled EUR 6.1 million (2017: EUR 3.8 million).

Compared to 2017, investment portfolio expenses increased by EUR 2.0 million. In 2018 investment expenses were mainly comprised of exchange losses of EUR 6.2 million (31/12/2017: EUR 9.3 million) and impairment losses on subsidiaries of EUR 4.0 million (no impairments were made in 2017) and impairment losses on financial investments of EUR 1.9 million (31/12/2017: EUR 0.3 million).

20.2 Financial position of Sava Re

As at 31 December 2018, total assets of Sava Re stood at EUR 606.3 million, an increase of 4.4% over year-end 2017. Below we set out items of assets and liabilities in excess of 5% of total assets as at 31 December 2018, or items that changed by more than 2% of equity.

20.2.1 Assets

Total assets by type

(EUR)	31/12/2018	As % of total 31/12/2018	31/12/2017	As % of total 31/12/2017
ASSETS	606,331,055	100.0%	580,886,180	100.0%
Intangible assets	892,724	0.1%	807,011	0.1%
Property, plant and equipment	2,654,540	0.4%	2,485,645	0.4%
Deferred tax assets	1,867,370	0.3%	1,238,826	0.2%
Investment property	8,285,733	1.4%	8,230,878	1.4%
Financial investments in Group companies and associates	220,219,086	36.3%	193,409,578	33.3%
Financial investments	244,291,434	40.3%	250,781,685	43.2%
Reinsurers' share of technical provisions	21,437,221	3.5%	20,073,571	3.5%
Receivables	87,830,299	14.5%	88,602,395	15.3%
Deferred acquisition costs	7,821,932	1.3%	7,778,499	1.3%
Other assets	379,264	0.1%	799,634	0.1%
Cash and cash equivalents	10,651,452	1.8%	6,678,458	1.1%

20.2.1.1 Financial investments in subsidiaries and associates and other financial investments

The investment portfolio consists of the following statement of financial position items: financial investments, investments in subsidiaries and associates, investment property, and cash and cash equivalents.

The Sava Re investment portfolio totalled EUR 483.4 million as at 31 December 2018 (31/12/2017: EUR 459.1 million).

Sava Re investment portfolio by asset class

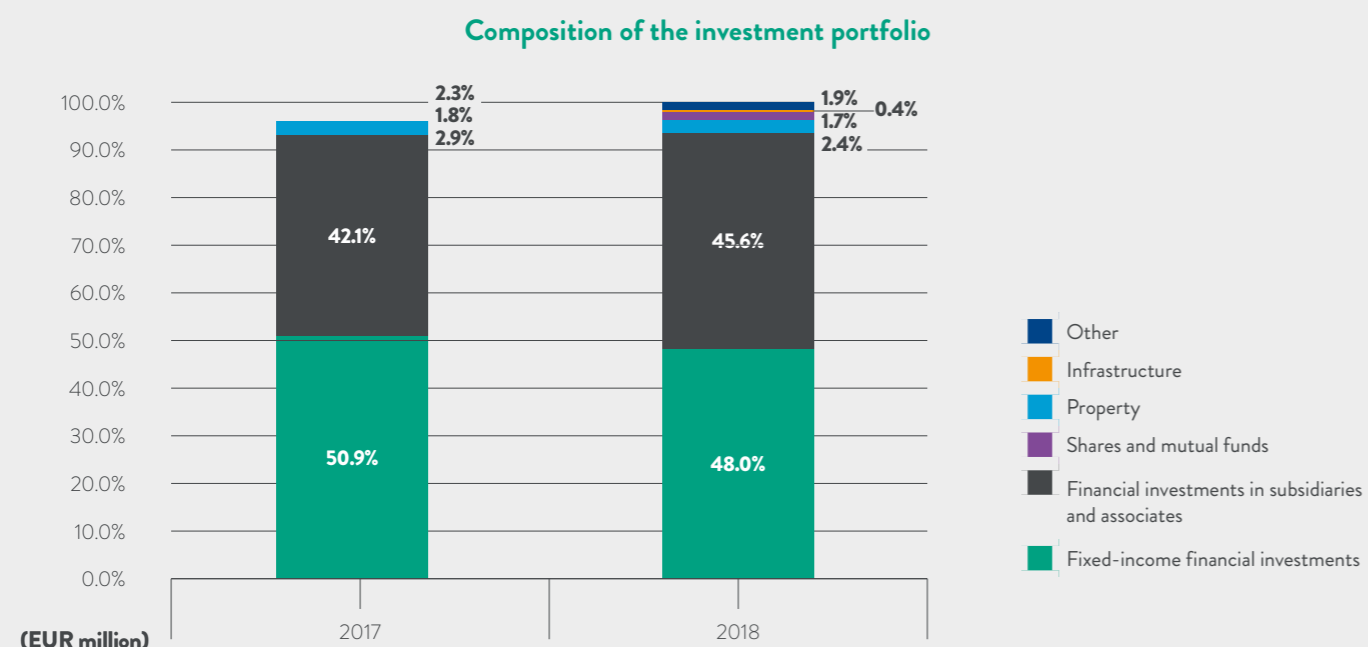
(EUR)	31/12/2018	31/12/2017	Absolute change	Index
Deposits	2,331,604	2,398,614	-67,010	97.2
Government bonds	120,886,760	116,313,865	4,572,895	103.9
Corporate bonds	98,023,199	108,365,328	-10,342,129	90.5
Shares	8,720,953	10,399,227	-1,678,274	83.9
Mutual funds	3,102,927	2,862,382	240,546	108.4
Infrastructure funds	1,860,608	0	1,860,608	-
Loans granted	3,090,072	4,609,924	-1,519,852	67.0
Deposits with cedants	6,275,310	5,832,346	442,964	107.6
Total financial investments	244,291,434	250,781,685	-6,490,252	97.4
Financial investments in subsidiaries and associates	220,219,086	193,409,578	26,809,508	113.9
Investment property	8,285,733	8,230,878	54,855	100.7
Cash and cash equivalents	10,651,452	6,678,458	3,972,993	159.5
Total investment portfolio	483,447,703	459,100,600	24,347,103	105.3

Compared to the previous year, the investment portfolio grew by EUR 24.3 million. This was mostly as the result of the following movements:

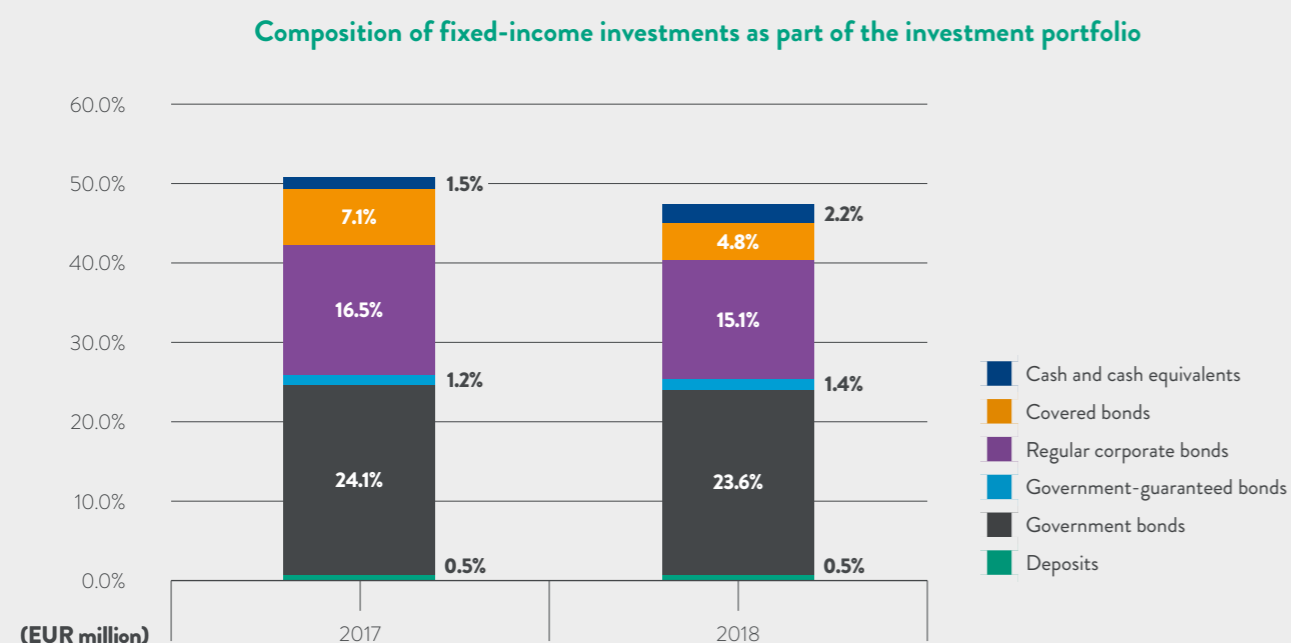
- + dividends received from subsidiaries (EUR 33.6 million),
- + cash inflow from core business (EUR 5.4 million),
- + change in accrued interest (EUR 3.6 million),
- + gains on disposal of investments (EUR 0.5 million),
- + dividend income from other investments (EUR 0.7 million),
- + change in the fair value reserve (EUR 1.1 million),
- + losses on disposal of investments (EUR 0.1 million),
- - dividend payouts to shareholders (EUR 12.4 million),
- - impairment losses on investments in subsidiaries (EUR 4.0 million),
- - impairment losses on financial investments (EUR 1.9 million).

The largest share of the investment portfolio as at 31 December 2018 consisted of fixed-income financial investments, i.e. 48.0% (31/12/2017: 50.9%). The proportion of these in the structure of the investment portfolio declined by 2.9 p.p. There was an increase in alternative investments in the form of infrastructure funds, which totalled EUR 1.9 million, accounting for 0.4% of the investment portfolio as at 31 December 2018. Owing to the time lag between the commitment and the actual investing, the uncalled commitment in infrastructure and real-estate funds is disclosed off the balance sheet (amounting to EUR 6.4 million as at 31 December 2018). Financial investments in subsidiaries accounted for 45.6%, up 3.5 p.p. or EUR 26.8 million. Of the strategic investments, EUR 0.7 million relates to Sava Terra, a Sava Re Group platform for investing in investment property. The Company maintained a higher level of cash compared to year-end 2017 in anticipation of rising interest rates in 2019.

Following is an overview of the composition of the investment portfolio.



Following is a graph showing the composition of fixed-income investments.



The composition of fixed-income investments remained similar to the one at year-end 2017.

20.2.1.2 Receivables

Receivables as at year-end 2018 declined by 0.9%, or EUR 0.8 million. Receivables arising out of primary insurance business declined by EUR 2.6 million, mainly due to the decrease in gross premiums written in international markets. In the ageing analysis, the largest fall was in not-past-due receivables arising out of primary insurance business. Receivables arising out of reinsurance and co-insurance business increased by EUR 1.6 million.

20.2.2 Equity and liabilities

Equity and liabilities by type

(EUR)	31/12/2018	As % of total 31/12/2018	31/12/2017	As % of total 31/12/2017
LIABILITIES	606,331,055	100.0%	580,886,180	100.0%
Equity	319,355,361	52.7%	290,966,155	50.1%
Share capital	71,856,376	11.9%	71,856,376	12.4%
Capital reserves	54,239,757	8.9%	54,239,757	9.3%
Profit reserves	184,424,862	30.4%	163,491,114	28.1%
Own shares	-24,938,709	-4.1%	-24,938,709	-4.3%
Fair value reserve	2,697,381	0.4%	3,804,764	0.7%
Reserve due to fair value revaluation	40,772	0.0%	13,524	0.0%
Retained earnings	10,101,172	1.7%	6,012,233	1.0%
Net profit/loss for the period	20,933,749	3.5%	16,487,096	2.8%
Technical provisions	234,173,078	38.6%	232,639,163	40.0%
Other provisions	376,521	0.1%	351,250	0.1%
Other financial liabilities	87,504	0.0%	91,182	0.0%
Liabilities from operating activities	49,185,680	8.1%	54,404,921	9.4%
Other liabilities	3,152,911	0.5%	2,433,509	0.4%

20.2.2.1 Equity

Equity is the largest item on the liabilities side, representing 52.7% of total equity and liabilities. Compared to 31 December 2017, equity increased by 9.8% or EUR 28.4 million due to the following movements:

- The net profit for 2018 totalled EUR 41.9 million (increase in equity).
- Sava Re paid out dividends in the amount of EUR 12.4 million (decrease in equity).
- Decline in the fair value reserve of EUR 1.1 million (charged against equity).

20.2.2.2 Technical provisions

Movements in gross technical provisions

(EUR)	31/12/2018	31/12/2017	Index
Gross unearned premiums	47,147,505	47,602,457	99.0
Gross provision for outstanding claims	185,988,628	184,269,492	100.9
Gross provision for bonuses, rebates and cancellations	398,672	397,861	100.2
Other gross technical provisions	638,273	369,353	172.8
Gross technical provisions	234,173,078	232,639,163	100.7

Technical provisions, the second largest item on the liabilities side, increased by 0.7%, or EUR 1.5 million, compared to 31 December 2017. This increase stems from the growth in the gross claims provision by 0.9%, or EUR 1.7 million, which increased by EUR 3.3 million in the non-Group business portfolio because this portfolio was larger in the previous year and because of the loss events in 2018 for which claims are still pending, while in the Group portfolio there was a drop of EUR 1.6 million. The movement in technical provisions is discussed in detail in note 18 of the notes to the financial statements.

20.2.2.3 Liabilities from operating activities

Liabilities from operating activities dropped by 9.6% or EUR 5.2 million. Liabilities from primary insurance business fell by EUR 7.1 million as the result of lower liabilities for claims due to normal interim movements (this relates to not-past-due liabilities) and commission payables (decline due to lower premium receivables). On the other side are premium receivables. Current tax liabilities as at year-end 2018 increased by EUR 1.8 million from year-end 2017.

20.2.3 Other investments of Sava Re in the insurance industry

As at 31 December 2018, Sava Re held, in addition to its investments in subsidiaries, investments in other companies in the insurance industry.

Other investments of Sava Re in the insurance industry

	Holding (%) as at 31/12/2018
Slovenia	
Skupina prva, zavarovalniški holding, d.d.	4.04%
Zavarovalnica Triglav d.d.	0.73%
EU and other international	
Bosna reosiguranje, d.d., Sarajevo, Bosnia and Herzegovina	0.51%
Dunav Re, a.d.o., Belgrade, Serbia	1.12%

20.2.4 Capital structure

As at 31 December 2018, the Sava Re held EUR 319.4 million in equity. The Company held no subordinated liabilities as at that date. Thus the Company was solely financed through equity as at the balance sheet date.

20.2.5 Cash flow

In 2018, the Company had a positive cash flow from operating activities in the amount of EUR 5.6 million (2017: EUR 15.6 million). This 64% fall is a result of lower liabilities for claims (due to normal interim movements) and liabilities for commissions. In addition, cash flow was impacted by larger current income tax liabilities.

In 2018, the net disbursement in financing activities totalled EUR 12.4 million (2017: EUR 38.9 million). In 2017, the net disbursement in financing activities was affected by dividends (EUR 12.4 million) as well as the repayment of subordinated debt (EUR 24.0 million).

The movement in the net cash used in investing activities is due to investing, however, the amount was also affected by the above-mentioned factors.

20.3 Human resource management

20.3.1 Strategic guidelines for human resources management¹²⁴

We follow modern human resources management guidelines for:

- attracting and retaining the best talent,
- developing professional and functional expertise and skills, and developing future leaders,
- providing effective leadership and motivation for employees,
- organising work in a secure, diverse, and sustainable-oriented work environment, and
- developing a modern corporate culture.

20.3.2 Key activities in human resource management¹²⁵

In 2018, human resources activities centred on:

- setting up a system of management by objectives,
- developing leadership and social competences of leaders and other key employees,
- expanding activities related to health and safety at work.

20.3.3 Recruitment and staffing levels

Recruitment is conducted in line with the adopted recruitment plan.

The Company builds its human resources on the following principles:

- attracting high-potential and motivated staff,
- proper induction of new employees and integration,
- employee development in line with the needs of the Company and the Group, and
- creating a working environment that encourages personal and professional development of staff.

Number of employees as at year end¹²⁶

A total of 22 people joined the Company in 2018. New staff was hired for internal audit, the office of the management board, controlling and the accounting department. Seven staff members departed following consensual termination and expiry of employment contracts.

The composition of the management board changed. In January, the Company's supervisory board appointed a new member to the management board.

Number of employees as at year-end

	31/12/2018	31/12/2017	Change
Total	118	103	15

Number of employees by employment type (part-time, full-time) as at the year end¹²⁷

Type of employment	31/12/2018		31/12/2017	
	Number	As % of total	Number	As % of total
Part-time	11	9.3	14	13.6
Full-time	107	90.7	89	86.4
Total	118	100.0	103	100.0

As at year-end 2018, 107 persons were employed on a full-time basis (90.7%) and 11 part time (9.3%). Most employees work on a full-time employment contract. Part-time employments comprise employees who are employed by two or more Sava Re Group companies. Additionally, part-time employment is offered to employees with statutory childcare rights.

¹²⁴ GRI 103-1, 103-2, 103-3

¹²⁵ GRI 103-1, 103-2, 103-3

¹²⁶ GRI 102-7

¹²⁷ GRI 102-8

¹²⁸ GRI 102-8

Number of the employees by type of contract as at the year end¹²⁸

Type of employment	31/12/2018		31/12/2017	
	Number	As % of total	Number	As % of total
Fixed-term contract	5	4.2	3	2.9
Contract of indefinite duration	113	95.8	100	97.1
Total	118	100.0	103	100.0

As at year-end 2018, a total of 113 employees were employed under contracts of indefinite duration (95.8%). A total of 5 fixed-term contracts (4.2%) have been concluded to arrange substitutions and handle temporary increase in work load.

Employees covered by collective bargaining agreement as at the year end¹²⁹

Employees covered by the collective bargaining system	31/12/2018		31/12/2017	
	Number	As % of total	Number	As % of total
Employees covered by the collective bargaining agreement	81	68.6	67	65.0
Employees not covered by the collective bargaining agreement	37	31.4	36	35.0
Total	118	100.0	103	100.0

As at year-end 2018, a total of 81 employees were covered by the collective bargaining agreement (68.6%), while 37 employees were not covered by this agreement (31.4%). The proportion of employees covered by the collective bargaining agreement increased in professional positions.

Employees by level of education as at the year end¹³⁰

Level of formal education	31/12/2018		31/12/2017	
	Number	As % of total	Number	As % of total
Primary and lower secondary education	0	0.0	0	0.0
Secondary education	14	11.9	13	12.6
Higher education	5	4.2	4	3.9
University education	78	66.1	65	63.1
Master's degree and doctorate	21	17.8	21	20.4
Total	118	100.0	103	100.0

A total of 99 staff members, or 83.9%, have more than higher education. Of these, 18 have master's degrees and three have doctorates. The Company's business requires highly-educated personnel. The Company encourages employees to join formal education programmes.

¹²⁹ GRI 102-41¹³⁰ GRI 102-8Employees by age group as at the year end¹³¹

Age group	31/12/2018		31/12/2017	
	Number	As % of total	Number	As % of total
From 20 to 25	2	1.7	1	1.0
From 26 to 30	14	11.9	12	11.7
From 31 to 35	8	6.8	10	9.7
From 36 to 40	22	18.6	21	20.4
From 41 to 45	25	21.2	25	24.3
From 46 to 50	25	21.2	17	16.5
From 51 to 55	14	11.9	10	9.7
over 56	8	6.8	7	6.8
Total	118	100.0	103	100.0

The Company's average employee age increased slightly compared to the previous year and was 43.1 years (2017: 42.1 years). The average age of the members of the management board is 50.7. We hired staff with extensive experience in the year, which is why there was a pronounced increase in the 46-to-50 years age group.

Employees by gender as at the year end¹³²

Gender	31/12/2018		31/12/2017	
	Number	As % of total	Number	As % of total
Women	72	61.0	59	57.3
Men	46	39.0	44	42.7
Total	118	100.0	103	100.0

Women are represented at all levels of management and in all professional areas. Following the new recruitments in 2018, the proportion of men decreased by 3.7 p.p. compared to the previous year. The four-member management board is composed of one woman and three men.

The basic salary of women is the same as the basic salary of men in all employee categories¹³³.

¹³¹ GRI 102-8¹³² GRI 102-8, 405-1¹³³ GRI 405-2

Employees by years of service with the Company as at the year end

Years of service	31/12/2018		31/12/2017	
	Number	As % of total	Number	As % of total
From 0 to 5 years	56	47.5	41	39.8
From 5 to 10 years	27	22.9	32	31.1
From 10 to 15 years	17	14.4	14	13.6
From 15 to 20 years	9	7.6	8	7.8
From 20 to 30 years	7	5.9	6	5.8
Over 30 years	2	1.7	2	1.9
Total	118	100.0	103	100.0

The large proportion of employees in the first two categories, based on seniority in the Company, is attributed to increased recruitment since 2009.

Absenteeism rate¹³⁴

	2018	2017	Change
Number of working days lost	619	679	-60.0
Average number of employees	114	100	13.4
Number of working days per year	248	249	-1.0
Absenteeism rate (%)	2.2%	2.7%	-0.5

Absenteeism is calculated as the number of lost workdays due to absences divided by the product of the average number of employees multiplied by the average number of workdays during the period multiplied by 100. The absenteeism rate has been declining since 2016. In 2018, it dropped by 0.523 p.p. to 2.19% compared to the previous year. We believe that the lower absenteeism rate in 2018 reflects the Company's efforts to develop a pleasant work environment and friendly relationships. As a socially responsible company, we launched some new health promotion activities in 2018.

Number of work-related injuries and resulting working days lost¹³⁵

Injuries	2018	2017	Index
	Number	Number	
Number of injuries	1	0	-
Number of working days lost	5	0	-
Number of working hours lost	40	0	-

In 2018, one staff member suffered a work-related injury and lost five working days.

¹³⁴ GRI 403-2
¹³⁵ GRI 403-2

Employee turnover rate¹³⁶

Employee turnover rate

	2018	2017	Change
Number of employees who left	7	8	-1.0
Number of employees as at the year end	118	103	15.0
Employee turnover rate (%)	5.93%	7.77%	-1.84

The employee turnover rate is measured by the ratio of the number of employees who left to the total number of employees as at the year end. The Company's employee turnover rate has been declining since 2016. Compared to the previous year it decreased by 1.8 p.p. to 5.9%. Employee turnover is largest with employees who have been with the Company for less than five years.

Overview of employee arrivals and departures by gender in current year

Year 2018	Arrivals		Departures	
	Number	Composition (%)	Number	Composition (%)
Women	15	68.2	2	28.6
Men	7	31.8	5	71.4
Total	22	100.0	7	100.0

In 2018, we recruited 22 people, of which 15 were women and 7 were men, while among the 7 who left the Company, 2 were women and 5 were men.

Overview of employee arrivals and departures by age in current year

Year 2018	Arrivals		Departures	
	Number	Composition (%)	Number	Composition (%)
From 20 to 25	1	4.5	0	0.0
From 26 to 30	3	13.6	0	0.0
From 31 to 35	1	4.5	2	28.6
From 36 to 40	3	13.6	0	0.0
From 41 to 45	7	31.8	2	28.6
From 46 to 50	2	9.1	1	14.3
From 51 to 55	5	22.7	2	28.6
over 56	0	0.0	0	0.0
Total	22	100.0	7	100.0

Most of the staff members recruited in the year are of the 41-to-45 age group (7 employees) and of the 51-to-55 age group (5 employees). On the whole, we are employers who employ workers from all age groups. Employee departures were recorded particularly in four different age groups.

¹³⁶ GRI 401-1

20.3.4 Employee training and development¹³⁷

The Company encourages the development of competence and responsibility in its employees. Therefore, employees join education and training programmes in accordance with the needs of the workplace as well as their personal and career development.

We recruit young, high-potential as well as experienced people. In order to prepare new employees for their new role quickly and efficiently, the Company prepares suitable induction programmes upon employment. During these periods, new employees are placed in the care of a mentor and a leader to prepare them for tasks that are more demanding and carry more responsibility.

Based on an analysis of leadership competencies of key personnel carried out in 2018, we organised development activities for leaders and other key personnel. We fostered the development of leadership and social competencies through an all-year peer-to-peer coaching programme.

We offer our employees interesting work in culturally diverse international environments. We are creating a working environment that supports the professional and personal development of our employees. We encourage knowledge sharing among Sava Re Group employees. In order to unlock synergies and strengthen relations, we offered seminars in internal auditing, IT, finance, accounting, controlling, actuarial affairs, human resource management, risk assumption and risk transfer, and two marketing and sales conferences.

As in previous years, we organised two international strategic conferences, getting together employees from the entire Sava Re Group to exchange experiences, analyse current challenges, share best practices and prepare improvements that contribute to more efficient operations. This year's topic was state-of-the-art leadership, designing pension policies, new international accounting standards and digital marketing.

Key data on employee training¹³⁸

	2018	2017	Index
Hours of training/education	1,864	1,948	95.7
Number of training attendees	72	77	93.5
Hours of training per attendee	25.9	25.3	102.3

Employees participate in domestic as well as foreign business and professional conferences and training events. In 2018 we carried out various training events for leaders through foreign language courses, especially English, French and Spanish, computer programs and for other skills.

We are a company with a broad range of expertise; therefore, we encourage employees to share their knowledge and skills. This is because highly-skilled employees are the pillars of development in all areas of our business.

Training events were attended by 72 out of the total of 118 employees, which is 61%. In total, this amounted to 1,864 training hours. The number of hours per participant rose by 2.3% compared to 2017.

Average hours of employee training¹³⁹

	2018		
Gender	Number	Hours of training	Average
Women	45	1,140	25.3
Men	27	724	26.8
Total	72	1,864	25.9

The number of training hours per employee increased in 2018 compared to the previous year, but there has also been an increase in the number of employees. The number of training hours for women is considerably larger than for men partly reflecting the larger number of women employed by the Company.

20.3.5 Leadership and motivation of employees¹⁴⁰

We encourage a positive working climate by effective leadership and motivation of employees, effective organisation of work and the involvement of employees in a number of projects. We appreciate the commitment of staff members in working towards the Company's goals. The remuneration system is geared towards motivating employees to improve on their past performance. We encourage them to seek new way of performing tasks that are more efficient and produce better results.

20.3.5.1 Annual performance appraisal interviews¹⁴¹

In 2018, we complemented annual performance appraisal interviews with a leading by objectives system.

The leading by objectives project is aimed at building a system of setting and monitoring objectives that are derived from the Company's strategy. The system should serve leaders as a tool to direct staff members towards strategic goals, while offering employees the opportunity to contribute through individual objectives, taking on the related responsibilities.

¹³⁷ GRI 103-1, 103-2, 103-3

¹³⁸ GRI 404-1

¹³⁹ GRI 404-1

¹⁴⁰ GRI 103-1, 103-2, 103-3

¹⁴¹ GRI 404-3

Thereby the Company seeks to bring the strategy closer to its employees, providing feedback on how their work contributes towards attaining the Company's goals. This will sharpen their focus on objectives so that they can better identify with their role in and responsibilities for delivering on the strategy.

In regular annual interviews, leaders and employees review past objectives and set new ones breaking them down into tasks to be performed in the coming period. They also discuss past and future education, training and other plans.

Annual performance appraisal interviews were conducted with all employees.

20.3.5.2 Health and safety at work¹⁴²

Activities of health and safety at work involve all employees, management, human resources, an approved medical examiner and another external authorised service provider. In 2018, we carried out all health, safety at work, and fire protection measures.

We complemented the current health at work system by offering workshops on a healthy lifestyle and organising a variety of events promoting employee recreation. We did some rowing, hiking and tried to win a badminton tournament. We use various activities to raise employee awareness of health and well-being. In addition, we support the health of our staff through weekly supply of seasonal fruit.

Employees are regularly referred to periodic health checks at occupational medicine clinics and undergo regular training in health and safety at work in accordance with applicable laws and internal acts.

The Company's holiday facilities in Bohinj and Cres are available for employees to use.

20.3.5.3 Other¹⁴³

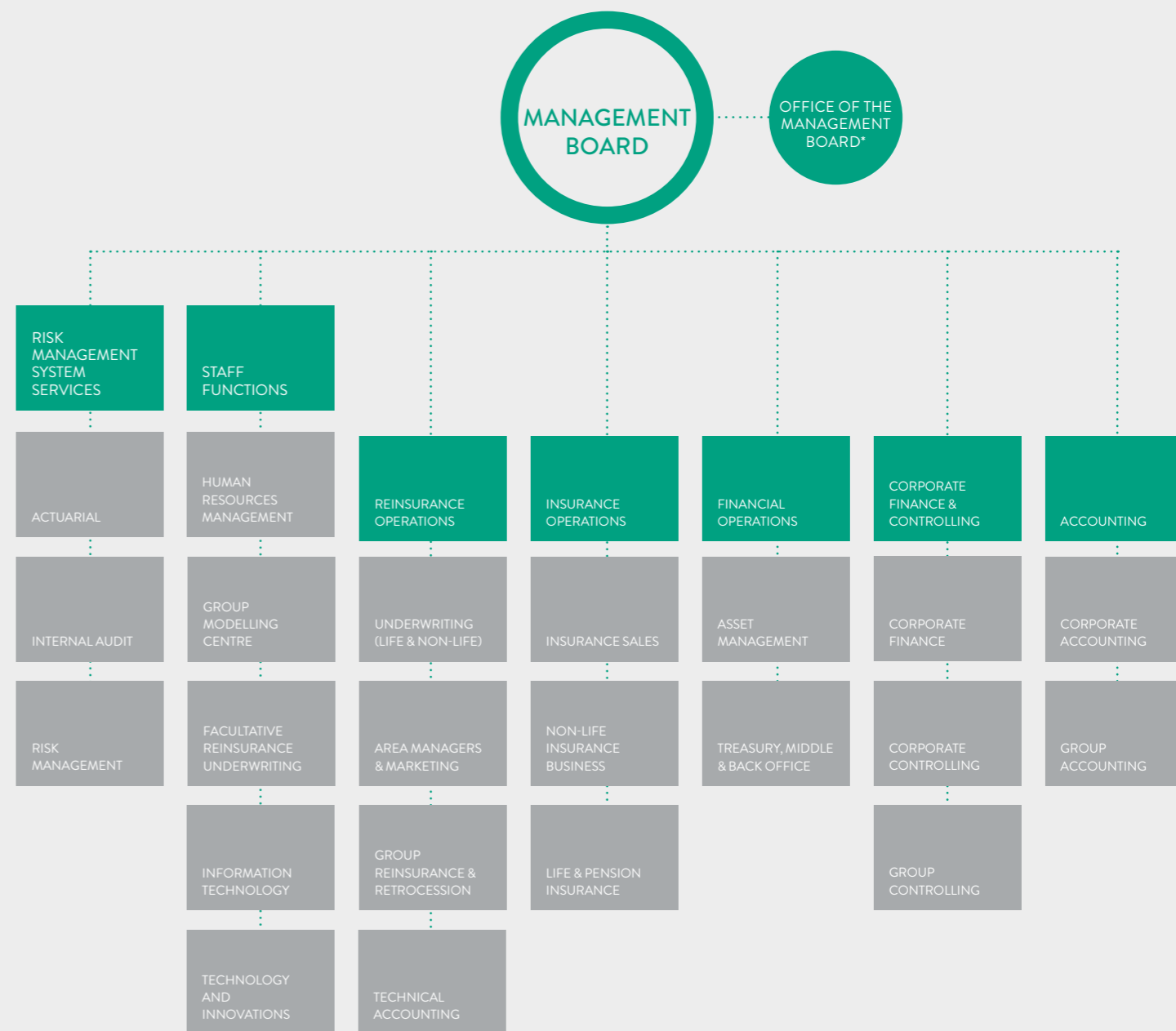
The union and workers' council act as a link between employees and the Company's management. Their members represent all organisational units. In 2018, they contributed to amending a number of the Company's internal acts.

All-staff meetings are an important source of information for employees, where the management board presents results of operations, plans for the current period and the development strategy of the Company and the Group.

Internal communication is through various internal media and tools. Monthly events are posted on the Sava Re intranet portal.

Cooperation and networking is strengthened in meetings, training events and social events. This year again, employees took part in a number of volunteer activities in support of the Sava Re Day, which has been organised in cooperation with the Slovenian Philanthropy for several years.

Organisational chart of Sava Re as at 31 December 2018¹⁴⁴



¹⁴² GRI 103-1, 103-2, 103-3

¹⁴³ GRI 103-1, 103-2, 103-3

* Office of the Management Board includes Compliance Monitoring.

¹⁴⁴ GRI 102-18

20.4 Sava Re risk management¹⁴⁵

The organisation, process of risk management as well as the risk management policy of Sava Re are described in the business report of the Sava Re Group, section 11 "Risk management".

20.5 Internal audit

The organisation of internal auditing in 2018 is described in the business report of the Sava Re Group, section 12 "Operation of the internal audit".

20.6 Business processes and IT support

In the development of business applications, efforts were put into the upgrading of IT processes for change management in software development and verification of the conformity of business solutions for asset management in accordance with the planned needs of the business.

A key substantive change is the beginning of works on setting up an integral Sava Re data warehouse with special focus on data management and ensuring their quality. This task is part of the IFRS 17 implementation project and will continue in 2019.

Following the identification of IT security as a key development area, we searched the market for service providers of security operational centres and started setting up a hybrid (internal and external) security operations centre.

In business continuity, we successfully carried out the tasks we set for ourselves.

Regarding information technology, we complemented the set of internal controls and risks, enhanced the controlling of IT expenses and investments, and started an IT self-assessment process related to the maturity of IT processes and security.

20.7 Sava Re performance indicators¹⁴⁶

Development of gross premiums written

(EUR)	2018	2017	Index
	1	2	1/2
Personal accident	5,129,020	5,391,534	95.1
Health	140,611	3,244,210	4.3
Land vehicles casco	18,630,923	17,966,660	103.7
Railway rolling stock	122,506	211,981	57.8
Aircraft hull	786,247	12,326	6,379.0
Ships hull	5,666,010	5,542,664	102.2
Goods in transit	5,296,882	5,234,561	101.2
Fire insurance	69,954,809	70,920,629	98.6
Other damage to property	19,963,622	18,222,571	109.6
Motor liability	14,868,527	14,484,378	102.7
Aircraft liability	148,068	139,060	106.5
Liability for ships	747,076	723,250	103.3
General liability	7,859,330	7,554,812	104.0
Credit	925,198	980,196	94.4
Suretyship	36,241	242,199	15.0
Miscellaneous financial loss	645,442	1,509,279	42.8
Legal expenses	-71	10,118	-0.7
Assistance	17,888	19,355	92.4
Life	513,723	489,010	105.1
Unit-linked life	184,166	320,960	57.4
Total non-life	150,938,327	152,409,782	99.0
Total life	697,889	809,970	86.2
Total	151,636,216	153,219,752	99.0

¹⁴⁶ Performance indicators are given pursuant to the Decision on the annual report and quarterly financial statements of insurance companies (Official Gazette of the Republic of Slovenia, nos. 1/2016 and 85/2016).

Net premiums written as a percentage of gross premiums written

(EUR, except percentages)	Gross premiums written		Net premiums written		2018	2017
	1	2	2/1			
Personal accident	5,129,020	5,088,013	99.2%	99.3%		
Health	140,611	140,611	100.0%	100.0%		
Land vehicles casco	18,630,923	17,885,109	96.0%	93.3%		
Railway rolling stock	122,506	120,262	98.2%	98.0%		
Aircraft hull	786,247	780,653	99.3%	36.0%		
Ships hull	5,666,010	5,278,435	93.2%	93.7%		
Goods in transit	5,296,882	5,063,065	95.6%	95.0%		
Fire insurance	69,954,809	58,329,486	83.4%	84.4%		
Other damage to property	19,963,622	16,658,978	83.4%	79.9%		
Motor liability	14,868,527	14,382,180	96.7%	96.3%		
Aircraft liability	148,068	101,286	68.4%	64.6%		
Liability for ships	747,076	731,230	97.9%	98.6%		
General liability	7,859,330	7,273,209	92.5%	88.6%		
Credit	925,198	925,198	100.0%	100.0%		
Suretyship	36,241	36,241	100.0%	100.0%		
Miscellaneous financial loss	645,442	73,935	11.5%	65.3%		
Legal expenses	-71	-71	100.0%	100.0%		
Assistance	17,888	17,888	100.0%	100.0%		
Life	513,723	252,160	49.1%	50.1%		
Unit-linked life	184,166	90,556	49.2%	63.6%		
Total non-life	150,938,327	132,885,707	88.0%	87.8%		
Total life	697,889	342,716	49.1%	55.5%		
Total	151,636,216	133,228,423	87.9%	87.7%		

Development of gross claims paid

(EUR)	2018	2017	Index
	1	2	1/2
Personal accident	3,569,281	3,061,325	116.6
Health	223,414	2,763,819	8.1
Land vehicles casco	12,242,094	11,373,214	107.6
Railway rolling stock	559,088	91,017	614.3
Aircraft hull	1,080,337	36,632	2,949.2
Ships hull	3,392,217	4,884,260	69.5
Goods in transit	5,539,259	3,327,197	166.5
Fire insurance	35,260,750	36,760,277	95.9
Other damage to property	9,748,817	7,433,803	131.1
Motor liability	8,269,792	9,948,883	83.1
Aircraft liability	-5,394	35,450	-15.2
Liability for ships	341,169	374,664	91.1
General liability	2,202,777	1,873,500	117.6
Credit	-228,425	-184,069	124.1
Suretyship	59,299	175,757	33.7
Miscellaneous financial loss	226,844	1,297,317	17.5
Legal expenses	447	1,165	38.4
Assistance	306	9,258	3.3
Life	126,290	129,004	97.9
Unit-linked life	79,314	132,977	59.6
Total non-life	82,482,074	83,263,468	99.1
Total life	205,604	261,981	78.5
Total	82,687,678	83,525,449	99.0

Loss ratios

(EUR, except percentages)	Gross premiums written	Gross claims paid	2018	2017
	1	2	2/1	
Personal accident	5,129,020	3,569,281	69.6%	56.8%
Health	140,611	223,414	158.9%	85.2%
Land vehicles casco	18,630,923	12,242,094	65.7%	63.3%
Railway rolling stock	122,506	559,088	456.4%	42.9%
Aircraft hull	786,247	1,080,337	137.4%	297.2%
Ships hull	5,666,010	3,392,217	59.9%	88.1%
Goods in transit	5,296,882	5,539,259	104.6%	63.6%
Fire insurance	69,954,809	35,260,750	50.4%	51.8%
Other damage to property	19,963,622	9,748,817	48.8%	40.8%
Motor liability	14,868,527	8,269,792	55.6%	68.7%
Aircraft liability	148,068	-5,394	-3.6%	25.5%
Liability for ships	747,076	341,169	45.7%	51.8%
General liability	7,859,330	2,202,777	28.0%	24.8%
Credit	925,198	-228,425	-24.7%	-18.8%
Suretyship	36,241	59,299	163.6%	72.6%
Miscellaneous financial loss	645,442	226,844	35.1%	86.0%
Legal expenses	-71	447	-631.7%	11.5%
Assistance	17,888	306	1.7%	47.8%
Life	513,723	126,290	24.6%	26.4%
Unit-linked life	184,166	79,314	43.1%	41.4%
Total non-life	150,938,327	82,482,074	54.6%	54.6%
Total life	697,889	205,604	29.5%	32.3%
Total	151,636,216	82,687,678	54.5%	54.5%

Administrative expenses as percentage of gross premiums written

(EUR, except percentages)	Gross premiums written	Operating expenses*	2018	2017
	1	2	2/1	
Personal accident	5,129,020	1,573,385	30.7%	29.6%
Health	140,611	106,079	75.4%	34.7%
Land vehicles casco	18,630,923	4,886,427	26.2%	22.3%
Railway rolling stock	122,506	139,900	114.2%	14.3%
Aircraft hull	786,247	131,200	16.7%	508.0%
Ships hull	5,666,010	1,262,074	22.3%	23.1%
Goods in transit	5,296,882	1,104,775	20.9%	23.7%
Fire insurance	69,954,809	19,716,010	28.2%	25.0%
Other damage to property	19,963,622	5,151,519	25.8%	25.0%
Motor liability	14,868,527	3,700,935	24.9%	25.3%
Aircraft liability	148,068	31,790	21.5%	16.9%
Liability for ships	747,076	175,220	23.5%	22.8%
General liability	7,859,330	2,216,571	28.2%	25.9%
Credit	925,198	350,245	37.9%	26.1%
Suretyship	36,241	-33,891	-93.5%	31.7%
Miscellaneous financial loss	645,442	444,198	68.8%	26.8%
Legal expenses	-71	2,030	-2868.4%	40.4%
Assistance	17,888	3,802	21.3%	18.4%
Life	513,723	141,920	27.6%	23.4%
Unit-linked life	184,166	38,348	20.8%	21.8%
Total non-life	150,938,327	40,962,268	27.1%	25.1%
Total life	697,889	180,269	25.8%	22.7%
Total	151,636,216	41,142,537	27.1%	25.0%

* Included are only the operating expenses relating to reinsurance operations (excluding administrative expenses relating to the Group).

Acquisition costs (commission) as percentage of gross premiums written

(EUR, except percentages)	Gross premiums written	Acquisition costs	2018	2017
	1	2	2/1	
Personal accident	5,129,020	1,380,614	26.9%	23.5%
Health	140,611	36,679	26.1%	32.9%
Land vehicles casco	18,630,923	4,301,974	23.1%	20.8%
Railway rolling stock	122,506	25,167	20.5%	13.4%
Aircraft hull	786,247	99,061	12.6%	8.6%
Ships hull	5,666,010	1,055,588	18.6%	23.5%
Goods in transit	5,296,882	825,014	15.6%	20.3%
Fire insurance	69,954,809	16,409,621	23.5%	21.6%
Other damage to property	19,963,622	4,367,033	21.9%	19.8%
Motor liability	14,868,527	3,465,539	23.3%	21.9%
Aircraft liability	148,068	27,513	18.6%	13.3%
Liability for ships	747,076	131,685	17.6%	21.6%
General liability	7,859,330	1,978,881	25.2%	22.1%
Credit	925,198	289,709	31.3%	24.3%
Suretyship	36,241	-34,405	-94.9%	26.7%
Miscellaneous financial loss	645,442	331,579	51.4%	20.8%
Legal expenses	-71	1,174	-1659.2%	36.6%
Assistance	17,888	1,769	9.9%	9.2%
Life	513,723	122,987	23.9%	19.4%
Unit-linked life	184,166	30,869	16.8%	19.4%
Total non-life	150,938,327	34,694,207	23.0%	21.7%
Total life	697,889	153,856	22.0%	19.4%
Total	151,636,216	34,848,052	23.0%	21.7%

Net paid loss ratio

(EUR, except percentages)	Net premiums earned	Net claims incurred	2018	2017
	1	2	2/1	
Personal accident	5,020,019	2,011,630	40.1%	43.0%
Health	145,556	-107,564	-73.9%	77.3%
Land vehicles casco	18,042,977	12,242,884	67.9%	70.2%
Railway rolling stock	133,430	587,259	440.1%	53.7%
Aircraft hull	717,912	389,846	54.3%	228.7%
Ships hull	5,048,639	6,893,226	136.5%	116.1%
Goods in transit	5,017,426	5,032,859	100.3%	61.3%
Fire insurance	59,438,026	31,548,970	53.1%	67.9%
Other damage to property	16,931,240	8,819,464	52.1%	38.1%
Motor liability	13,739,254	5,994,892	43.6%	40.6%
Aircraft liability	94,774	-28,940	-30.5%	-26.1%
Liability for ships	716,638	377,093	52.6%	42.9%
General liability	6,982,393	3,012,608	43.1%	26.2%
Credit	936,293	-73,069	-7.8%	-25.4%
Suretyship	8,989	-88,016	-979.1%	105.1%
Miscellaneous financial loss	413,947	59,339	14.3%	94.2%
Legal expenses	1,835	-1,396	-76.1%	8.3%
Assistance	17,888	-131	-0.7%	47.7%
Life	133,213	-107,649	-80.8%	-6.6%
Unit-linked life	199,729	41,325	20.7%	39.9%
Total non-life	133,407,236	76,670,957	57.5%	60.2%
Total life	332,942	-66,324	-19.9%	3.8%
Total	133,740,178	76,604,633	57.3%	60.0%

**Combined loss ratio for non-life insurance business
(EUR, except percentages)**

Net claims incurred	Administrative expenses	Net premiums earned	2018	2017
1	2	3	(1+2)/3	
76,670,957	12,758,699	133,407,236	67.0%	68.5%

Net investment income as percentage of average investments

(EUR, except percentages)	Average investments	Investment income	Investment expenses	Investment return 1-12/2018	Effect of investments 1-12/2017
Non-life insurance register	229,381,381	11,056,320	8,657,633	1.0%	-0.3%
Capital fund	233,227,816	34,148,043	4,114,845	12.9%	11.6%
Total	462,609,197	45,204,363	12,772,479	7.0%	5.6%

Net provisions for outstanding claims as percentage of net earned premiums

(EUR, except percentages)	Net provision for outstanding claims	Net premiums earned	2018	2017
	1	2	1/2	
Personal accident	6,262,613	5,020,019	124.8%	140.4%
Health	13,619	145,556	9.4%	10.6%
Land vehicles casco	6,308,373	18,042,977	35.0%	40.8%
Railway rolling stock	40,418	133,430	30.3%	6.4%
Aircraft hull	685,283	717,912	95.5%	1144.2%
Ships hull	12,248,768	5,048,639	242.6%	183.2%
Goods in transit	5,045,993	5,017,426	100.6%	119.5%
Fire insurance	76,658,293	59,438,026	129.0%	126.9%
Other damage to property	15,484,901	16,931,240	91.5%	103.8%
Motor liability	28,817,200	13,739,254	209.7%	234.9%
Aircraft liability	33,663	94,774	35.5%	78.7%
Liability for ships	564,908	716,638	78.8%	76.1%
General liability	14,775,215	6,982,393	211.6%	212.4%
Credit	531,601	936,293	56.8%	47.4%
Suretyship	350,509	8,989	3899.3%	189.4%
Miscellaneous financial loss	186,632	413,947	45.1%	33.9%
Legal expenses	387	1,835	21.1%	21.3%
Assistance	105	17,888	0.6%	2.8%
Life	67,525	133,213	50.7%	66.4%
Unit-linked life	45,892	199,729	23.0%	38.3%
Total non-life	168,008,480	133,407,236	125.9%	128.4%
Total life	113,417	332,942	34.1%	60.1%
Total	168,121,897	133,740,178	125.7%	128.2%

Gross profit or loss for the period as percentage of net premiums written (EUR, except percentages)

Gross profit/loss	Net premiums written	2018	2017
1	2	1/2	
45,021,864	133,228,423	33.8%	25.9%

Gross profit or loss for the period as percentage of average equity (EUR, except percentages)

Gross profit/loss	Average equity	2018	2017
1	2	1/2	
45,021,864	305,160,758	14.8%	12.4%

Gross profit or loss for the period as percentage of average assets (EUR, except percentages)

Gross profit/loss	Average assets	2018	2017
1	2	1/2	
45,021,864	593,608,618	7.6%	6.1%

Gross profit or loss for the period per share (EUR, except percentages)

Gross profit/loss	No. of shares	2018	2017
1	2	1/2	
45,021,864	17,219,662	2.61	2.02

Receivables arising out of reinsurance business and reinsurers' share of technical provisions as a percentage of equity (EUR, except percentages)

Receivables arising out of reinsurance business	Reinsurers' share of technical provisions	Equity	2018	2017
1	2	3	(1+2)/3	
4,842,279	21,437,221	319,355,361	8.2%	8.0%

Net premiums written as percentage of average equity and average technical provisions (EUR, except percentages)

Net premiums written	Average equity	Average technical provisions	2018	2017
1	2	3	1/(2+3)	
133,228,423	305,160,758	233,406,121	24.7%	26.3%

Average technical provisions as percentage of net earned premiums (EUR, except percentages)

Average net technical provisions	Net premiums earned	2018	2017
1	2	1/2	
212,650,725	133,740,178	159.0%	160.7%

Equity as percentage of liabilities and equity (EUR, except percentages)

Equity	Liabilities and equity	2018	2017
1	2	1/2	
319,355,361	606,331,055	52.7%	50.1%

Net technical provisions as percentage of liabilities and equity (EUR, except percentages)

Net technical provisions	Liabilities and equity	2018	2017
1	2	1/2	
212,735,857	606,331,055	35.1%	36.6%

Gross premiums written per employee (EUR, except percentages)

Gross premiums written	Number of employees in regular employment	2018	2017
1	2	1/2	
151,636,216	110.125	1,376,946	1,587,769